

# **EXHIBIT 1**



## FORDHAM UNIVERSITY - UNIVERSITY ACTION FORM

| PURPOSE  |  |  |  |  |                                       |                                     |
|--|--|--|--|--|---------------------------------------|-------------------------------------|
| <input type="checkbox"/> New Employee                    | <input type="checkbox"/> Transfer          | <input type="checkbox"/> Promotion             | <input type="checkbox"/> Reappointment   | <input type="checkbox"/> Salary Adjustment         | <input type="checkbox"/> Title Change |                                     |
| <input checked="" type="checkbox"/> Leave of Absence     | <input type="checkbox"/> Exit              | <input type="checkbox"/> Manual Check          | <input type="checkbox"/> Other:  |  |                                       |                                     |
| PERSONAL INFORMATION                                     |  |  |  |  |                                       |                                     |
| Fordham ID No.   | Last Name                                  | First Name                                     | MI   | Personal Email                                     |                                       |                                     |
|  | Solomon                                    | Esther   |  |  |                                       |                                     |
| JOB INFORMATION - NEW HIRES                              |  |  |  |  |                                       |                                     |
| Employee Classification                                  | Employee Status                            | Job Type                                       | Start Date   | Service Date                                       | Probation End Date                    |                                     |
| <input type="checkbox"/> Faculty                         | <input type="checkbox"/> Full Time         | <input type="checkbox"/> 12 Month              |  |  |                                       |                                     |
| <input type="checkbox"/> Administrator                   | <input type="checkbox"/> Part Time         | <input type="checkbox"/> 10 Month              |  |  |                                       |                                     |
| <input type="checkbox"/> Clerical                        | Benefit Status                             |  |  |  |                                       |                                     |
| <input type="checkbox"/> Maintenance                     | <input type="checkbox"/> Benefits Eligible | <input type="checkbox"/> Pension Only          | Position Title/Level   |  | Position No.                          |                                     |
| <input type="checkbox"/> Casual/Hourly                   | <input type="checkbox"/> Non-Benefitted    |  |  |  |                                       |                                     |
| HRS  | Dept/Location                              | Annual Salary                                  | Biweekly/Hourly Rate   | FOAPL/Budget                                       |                                       |                                     |
|  |  | \$   | \$   |  |                                       |                                     |
| Replaced   | Anticipated End Date                       | Supervisor                                     | Timesheet Approver (if different)  |  |                                       |                                     |
| <input type="checkbox"/> TRANSFER                        |  | <input type="checkbox"/> PROMOTION             | <input type="checkbox"/> REAPPOINTMENT   |  |                                       |                                     |
| FOAPL Budget   |  |  |  | Reappt/Grant End Date                              |                                       |                                     |
| Current Title/Level                                      | Position No.                               | Annual Salary                                  | HRS  | Biweekly/Hourly Rate                               | Department                            | End Date                            |
|  |  | \$   |  | \$   |                                       |                                     |
| New Title/Level  | Position No.                               | Annual Salary                                  | HRS  | Biweekly/Hourly Rate                               | Department                            | Start Date                          |
|  |  | \$   |  | \$   |                                       |                                     |
| LEAVES   |  |  |  |  |                                       |                                     |
| <input checked="" type="checkbox"/> Start Date: 01/01/19 | <input type="checkbox"/> End Date:         |  |  |  |                                       |                                     |
| <input type="checkbox"/> Short Term Disability           | <input type="checkbox"/> FMLA              | <input type="checkbox"/> LTD                   | <input type="checkbox"/> Worker's Comp   | <input checked="" type="checkbox"/> Personal Leave |                                       |                                     |
| Salary: <input type="checkbox"/> Continue                | <input type="checkbox"/> End               | <input type="checkbox"/> STD Statutory         |  |  |                                       |                                     |
| Benefits: <input type="checkbox"/> All                   | <input type="checkbox"/> Medical Only      | <input type="checkbox"/> Pension Only          |  |  |                                       |                                     |
| As of 4/17/19  |  |  |  |  |                                       | <input type="checkbox"/> None       |
| Faculty Leave Type: <input type="checkbox"/> Research    | <input type="checkbox"/> Fellowship        | Length: <input type="checkbox"/> Academic Year | <input type="checkbox"/> Calendar Year   | <input checked="" type="checkbox"/> Semester       | <input type="checkbox"/> Semester     |                                     |
| Year: 2019   | Semester: Spring                           |  |  |  |                                       |                                     |
| Salary: <input type="checkbox"/> Continue                | PCT/AMT: <input type="checkbox"/>          | <input type="checkbox"/> End                   |  |  |                                       |                                     |
| Benefits: <input type="checkbox"/> All                   | <input type="checkbox"/> Medical Only      | <input type="checkbox"/> Pension Only          | <input type="checkbox"/> None  |  |                                       |                                     |
| EXIT   |  |  |  |  |                                       |                                     |
| Effective Date   | Exit Reason                                | Vacation Days                                  | <input type="checkbox"/> Eligible for Rehire<br><input type="checkbox"/> Not Eligible for Rehire |  |                                       |                                     |
|  |  |  |  |  |                                       |                                     |
| ADDITIONAL INFORMATION/COMMENTS                          |  |  |  |  |                                       |                                     |
| See emails   |  |  |  |  |                                       |                                     |
| HRIS USE ONLY  |  |  |  |  |                                       |                                     |
| Processed for Payroll                                    | Retroactive Days Paid                      | Retroactive Payment                            | Vacation Payout  | Longevity Added                                    | Salary Deferral                       |                                     |
|  |  | \$   | \$   | \$   | \$                                    |                                     |
| Automatic Benefits/Deduction Setup                       |  | <input type="checkbox"/> LTD                   | <input type="checkbox"/> Basic Life/AD&D   | <input type="checkbox"/> Health & Welfare          | <input type="checkbox"/> Union Fees   | <input type="checkbox"/> Union Dues |
| Effective Date(s)  |  |  |  |  |                                       |                                     |
| Amount(s)  |  | \$   | \$   | \$   | \$                                    | \$                                  |
| APPROVAL SIGNATURES                                      |  |  |  |  |                                       |                                     |
| Area VP/Department Manager: R. Velazquez                 |  |  |  |  | Date: 7/31/19                         |                                     |
| Human Resources:   |  |  |  |  | Date:                                 |                                     |
| HRIS:  |  |  |  |  | Date:                                 |                                     |



## FORDHAM UNIVERSITY - UNIVERSITY ACTION FORM

W/out benefits as of 1/1/2021

| PURPOSE  |  |  |   |  |  |                                   |
|--|--|--|---|--|--|-----------------------------------|
| <input type="checkbox"/> New Employee                      | <input type="checkbox"/> Transfer          | <input type="checkbox"/> Promotion       | <input type="checkbox"/> Reappointment    | <input type="checkbox"/> Salary Adjustment   | <input type="checkbox"/> Title Change              |                                   |
| <input checked="" type="checkbox"/> Leave of Absence       | <input type="checkbox"/> Exit              | <input type="checkbox"/> Manual Check    | <input type="checkbox"/> Other:           |  |  |                                   |
| PERSONAL INFORMATION                                       |  |  |   |  |  |                                   |
| Fordham ID No.   | Last Name                                  | First Name                               | MI  | Personal Email   |  |                                   |
|  | Solomon                                    | Esther                                   |   |  |  |                                   |
| JOB INFORMATION - NEW HIRES                                |  |  |   |  |  |                                   |
| Employee Classification                                    | Employee Status                            | Job Type                                 | Start Date                                | Service Date   | Probation End Date                                 |                                   |
| <input type="checkbox"/> Faculty                           | <input type="checkbox"/> Full Time         | <input type="checkbox"/> 12 Month        |   |  |  |                                   |
| <input type="checkbox"/> Administrator                     | <input type="checkbox"/> Part Time         | <input type="checkbox"/> 10 Month        |   |  |  |                                   |
| <input type="checkbox"/> Clerical                          | Benefit Status                             |  | Position Title/Level                      | Position No.   |  |                                   |
| <input type="checkbox"/> Maintenance                       | <input type="checkbox"/> Benefits Eligible | <input type="checkbox"/> Pension Only    |   |  |  |                                   |
| <input type="checkbox"/> Casual/Hourly                     | <input type="checkbox"/> Non-Benefitted    |  |   |  |  |                                   |
| HRS  | Dept/Location                              | Annual Salary                            | Biweekly/Hourly Rate                      | FOAPL/Budget   |  |                                   |
|  |  | \$                                       | \$  |  |  |                                   |
| Replaced   | Anticipated End Date                       | Supervisor                               | Timesheet Approver (if different)         |  |  |                                   |
| <input type="checkbox"/> TRANSFER                          |  | <input type="checkbox"/> PROMOTION       | <input type="checkbox"/> REAPPOINTMENT    |  |  |                                   |
| FOAPL Budget   |  |  |   | Reappt/Grant End Date  |  |                                   |
| Current Title/Level  | Position No.                               | Annual Salary                            | HRS                                       |  |  |                                   |
|  |  | \$                                       |   | \$   | Department   | End Date                          |
| New Title/Level  | Position No.                               | Annual Salary                            | HRS                                       | Biweekly/Hourly Rate   | Department   | Start Date                        |
|  |  | \$                                       |   | \$   |  |                                   |
| LEAVES   |  |  |   |  |  |                                   |
| <input checked="" type="checkbox"/> Start Date: 02/01/2020 |  |  | <input type="checkbox"/> End Date:        |  |  |                                   |
| <input type="checkbox"/> Short Term Disability             |  | <input type="checkbox"/> FMLA            | <input type="checkbox"/> LTD              | <input type="checkbox"/> Worker's Comp   | <input checked="" type="checkbox"/> Personal Leave |                                   |
| Salary:  | <input type="checkbox"/> Continue          | <input checked="" type="checkbox"/> End  | <input type="checkbox"/> STD Statutory    |  |  |                                   |
| Benefits:  | <input type="checkbox"/> All               | <input type="checkbox"/> Medical Only    | <input type="checkbox"/> Pension Only     |  | <input checked="" type="checkbox"/> None           |                                   |
| Faculty Leave Type:  | <input type="checkbox"/> Research          | <input type="checkbox"/> Fellowship      | Length:                                   | <input type="checkbox"/> Academic Year   | <input type="checkbox"/> Calendar Year             | <input type="checkbox"/> Semester |
| Year:  | Semester:                                  |  |   |  |  |                                   |
| Salary:  | <input type="checkbox"/> Continue          | PCT/AMT:                                 | <input type="checkbox"/> End              |  |  |                                   |
| Benefits:  | <input type="checkbox"/> All               | <input type="checkbox"/> Medical Only    | <input type="checkbox"/> Pension Only     | <input checked="" type="checkbox"/> None   |  |                                   |
| EXIT   |  |  |   |  |  |                                   |
| Effective Date   | Exit Reason                                |  | Vacation Days                             | <input type="checkbox"/> Eligible for Rehire<br><input type="checkbox"/> Not Eligible for Rehire |  |                                   |
| ADDITIONAL INFORMATION/COMMENTS                            |  |  |   |  |  |                                   |
| HRIS USE ONLY  |  |  |   |  |  |                                   |
| Processed for Payroll                                      | Retroactive Days Paid                      | Retroactive Payment                      | Vacation Payout                           | Longevity Added  | Salary Deferral                                    |                                   |
|  |  | \$                                       | \$  | \$   | \$   |                                   |
| Automatic Benefits/Deduction Setup                         | <input type="checkbox"/> LTD               | <input type="checkbox"/> Basic Life/AD&D | <input type="checkbox"/> Health & Welfare | <input type="checkbox"/> Union Fees  | <input type="checkbox"/> Union Dues                |                                   |
| Effective Date(s)  |  |  |   |  |  |                                   |
| Amount(s)  | \$   | \$                                       | \$  | \$   | \$   |                                   |
| APPROVAL SIGNATURES  |  |  |   |  |  |                                   |
| Area VP/Department Manager:                                | <i>R. Velazquez</i>                        |  |   | Date:  | 01/31/2020   |                                   |
| Human Resources:   |  |  |   | Date:  |  |                                   |
| HRIS:  |  |  |   | Date:  | 01/31/2020   |                                   |

## **EXHIBIT 2**

**CONFIDENTIAL**  
**Solomon v. Fordham University**  
**18-cv-04615-ER**

**Professor 1**

- Male
- Date of Birth: XX/XX/1970
- Title: Associate Professor

**Professor 2**

- Male
- Date of Birth: XX/XX/1950
- Title: Professor

**Professor 3**

- Male
- Date of Birth: XX/XX/1952
- Title: Professor

**Professor 4**

- Male
- Date of Birth: XX/XX/1973
- Title: Associate Professor

**Professor 5**

- Male
- Date of Birth: XX/XX/1956
- Title: Professor

**Professor 6**

- Male
- Date of Birth: XX/XX/1943
- Title: Professor

**Professor 7**

- Male
- Date of Birth: XX/XX/1949
- Title: Professor

**Professor 8**

- Male
- Date of Birth: XX/XX/1935
- Title: Professor-Phased Retirement

**Professor 9**

- Male

**CONFIDENTIAL**  
Solomon v. Fordham University  
18-cv-04615-ER

- Date of Birth: XX/XX/1980
- Title: Assistant Professor

Professor 10

- Female
- Date of Birth: XX/XX/1973
- Title: Professor

Professor 11

- Female
- Date of Birth: XX/XX/1981
- Title: Associate Professor

Professor 12

- Female
- Date of Birth: XX/XX/1961
- Title: Professor

Professor 13

- Male
- Date of Birth: XX/XX/1942
- Title: Professor- Retired

Professor 14

- Male
- Date of Birth: XX/XX/1948
- Title: Professor

Professor 15

- Male
- Date of Birth: XX/XX/1949
- Title: Professor

## **EXHIBIT 3**

Case 24-3056, 11/22/2024, DktEntry: 1-1, Page 487 of 621  
Case 181CV04615ER Document 16543 Filed 04/15/24 Page 37 of 83

objects to this request as it seeks information outside the scope permitted by Rule 34 of the Federal Rules of Civil Procedure.

**3. Salary and Equity**

**All documents and data: a) provided to the Salary and Benefits Task Force on Indicators of Gender Salary Equity Among Faculty in connection with the 2008 Report of the Salary and Benefits Task Force on Indicators of Gender Salary Equity Among Faculty  
b) provide equivalent data for faculty from 2008 to present, along with disaggregation by age, gender, religion  
c) from any investigations, policies, recommendations, or change in practices resulting from those Task Force findings, including the “Compression” scheme to raise certain salaries.**

**RESPONSE TO REQUEST NO. 3(a)**

Defendant objects to this request insofar as Plaintiff's request assumes that the requested documents are official documents created by Defendant University. Defendant further refers Plaintiff to the report from the Faculty Task Force previously produced in this action (Bates number FORDHAM0000177-FORDHAM0000185). Subject to and without waiver of the Objections and the specific objection herein, Defendant will produce reasonably available, relevant, non-privileged, responsive documents to the extent that any exist, that are in the possession, custody or control of Defendant which can be obtained by a reasonable search to the extent not already provided. Defendant reserves the right to supplement or otherwise modify Defendant's response as necessary up to and through the time of trial.

**RESPONSE TO REQUEST NO. 3(b)**

Defendant objects to this request to the extent it is overbroad, unduly burdensome and oppressive as Plaintiff requests data for “all” Fordham “faculty from 2008 to present.” Defendant further objects to this request to the extent Plaintiff asks Defendant to create or generate documents that are not already in Defendant's custody or control.

**RESPONSE TO REQUEST NO. 3(c)**

Defendant objects to this request as the term "Task Force findings" is not properly defined. Subject to and without waiver of the Objections and the specific objection herein, Defendant will produce reasonably available, relevant, non-privileged, responsive documents to the extent that any exist, that are in the possession, custody or control of Defendant which can be obtained by a reasonable search to the extent not already provided. Defendant reserves the right to supplement or otherwise modify Defendant's response as necessary up to and through the time of trial.

**4. Financial**

**All Documents Related to Faculty Salaries:** Provide all documents, including electronic records, that reflect salary information for faculty members from 2000, broken down by gender, religion, age, department, tenure status, and rank. This includes base salaries, bonuses, overtime pay, and other forms of compensation, including those for special programs, administrative assignments, etc.

**Statistical Analyses of Wage Disparities:** Provide any statistical analyses conducted by or for Fordham that relate to wage disparities among faculty members, including but not limited to analyses by gender, religion, and age.

**Methodologies for Setting Salaries and Increases:** Provide all documents describing the methodologies, criteria, or policies used for determining initial faculty salaries, salary increases, merit pay, bonuses, and other forms of compensation.

**Communications Regarding Wage-Setting Policies:** Provide any communications, including emails and memos, regarding the policies or criteria for setting salaries, bonuses, or raises for faculty members. This includes discussions on adjustments, salary reviews, or changes to salary structures.

**Job Classifications and Evaluations:** Provide documents that outline job classifications, responsibilities, performance evaluation criteria, and the process for evaluating faculty members.

**Documentation of Efforts to Correct Wage Disparities:** Provide all documents showing efforts by Fordham to correct or address wage disparities among faculty members. This includes studies, reports, action plans, and outcomes of such efforts.

**RESPONSE TO REQUEST NO. 4**

Defendant objects to this request to the extent it is overbroad, unduly burdensome and oppressive as it seeks "all documents . . . that reflect salary information for faculty members." Defendant further objects to this request as it is not properly limited in time/or scope as it seeks documents "from 2000." Defendant further objects to this request to the extent Plaintiff asks

Defendant to create or generate documents that are not already in Defendant's custody or control. Defendant further refers Plaintiff to the policies previously produced in this action for information regarding how faculty salaries are set. (Bates number FORDHAM0000001-FORDHAM0000133). Defendant further refers Plaintiff to the W2 files previously produced in this action which include salary information for Plaintiff and those professors who Plaintiff alleged were comparator professors as defined in Plaintiff's First Set of Requests to Defendant for the Production of Documents (Bates number FORDHAM0000202-FORDHAM0000324, FORDHAM0013624-FORDHAM0013656). To the extent that Plaintiff expanded the scope of alleged "Comparator Professors" in Plaintiff's Second Request for Documents, Defendant objects. Subject to those objections, Defendant will produce reasonably available, relevant, non-privileged, responsive documents to the extent that any exist, that are in the possession, custody or control of Defendant which can be obtained by a reasonable search to the extent not already provided. Defendant reserves the right to supplement or otherwise modify Defendant's response as necessary up to and through the time of trial.

**5. Protected Class Professor Pattern and Practice**

Provide communications, documents, and personnel records for professors in protected classes who allegedly suffered discriminatory practices using methods similar to those used against Plaintiff. These include Profs. Wright, Zelany, Hessel, Gorgantzis, Marks, Yoon, Orsini, Dubrow, Welch, Weiss, and Gautschi. This should include their hiring documents, performance evaluations, disciplinary records, complaints of discrimination by the professors, communications related to employment status changes, and any retirement or termination paperwork.

**RESPONSE TO REQUEST NO. 5**

Defendant further objects to this request to the extent it seeks documents and information neither relevant nor reasonably calculated to lead to the discovery of admissible evidence insofar as it requests "hiring documents, performance evaluations, disciplinary records, complaints of

## **EXHIBIT 4**

extent not already provided. Defendant reserves the right to supplement or otherwise modify Defendant's response as necessary up to and through the time of trial.

**7. COBRA as Customary**

In her June 19, 2019 email to Dr. Solomon, with copies to Dean Boron, Provost Crystal, Dean Crooker, Ms. Elaine Crosson, Esq., James Ryan, Esq, and the Fordham President, Dean Rapaccioli, stated:

"It is customary that faculty on unpaid leave continue on the University health insurance plan through participation in COBRA..." (Dkt. 95-2, Exhibit 31, pp. 69-70)

Produce records of all Business school tenured faculty on unpaid or other leave removed from Fordham Health Care and sent to COBRA for health care coverage since 2000. Produce corresponding correspondence with Discovery Benefits, the IRS, and other entities regarding the "customary" use of COBRA for tenured professors on leave. Produce Fordham policies and procedures on the use of COBRA for tenured Fordham Business School professors on leave.

**RESPONSE TO REQUEST NO. 7**

Defendant objects to this request as it is not properly limited in time/or scope and it seeks privileged and confidential employment and health care records of "all" business school tenured faculty members in the form of correspondence reflecting "unpaid or other leave removed from Fordham Health Care and sent to COBRA . . . since 2000." Subject to those objections, Defendant will produce reasonably available, relevant, non-privileged, responsive documents to the extent that any exist, that are in the possession, custody or control of Defendant which can be obtained by a reasonable search to the extent not already provided. Defendant reserves the right to supplement or otherwise modify Defendant's response as necessary up to and through the time of trial.

**8. Investigations**

Provide documents and communications within Fordham concerning any investigation(s) of the Complaint of Prof. Solomon and the factual allegations or claims at issue in this lawsuit. All documents and communications between and amongst members of the Administration, including but not limited to President Father McShane, Provost Freedman, Dean Rapaccioli, VP Crystal, Dr. Hollwitz, Gabelli Business School faculty members, Fordham undergraduate administrators and faculty, and others so identified in:

## **EXHIBIT 5**

The tenured members of the Department/School meeting on \_\_\_\_\_ (date) to consider the promotion of \_\_\_\_\_ (candidate's name) consisted of the faculty members whose names are printed below. Each of the members has read or has had read to him/her the Chairperson's report of the meeting as indicated by the following signatures.

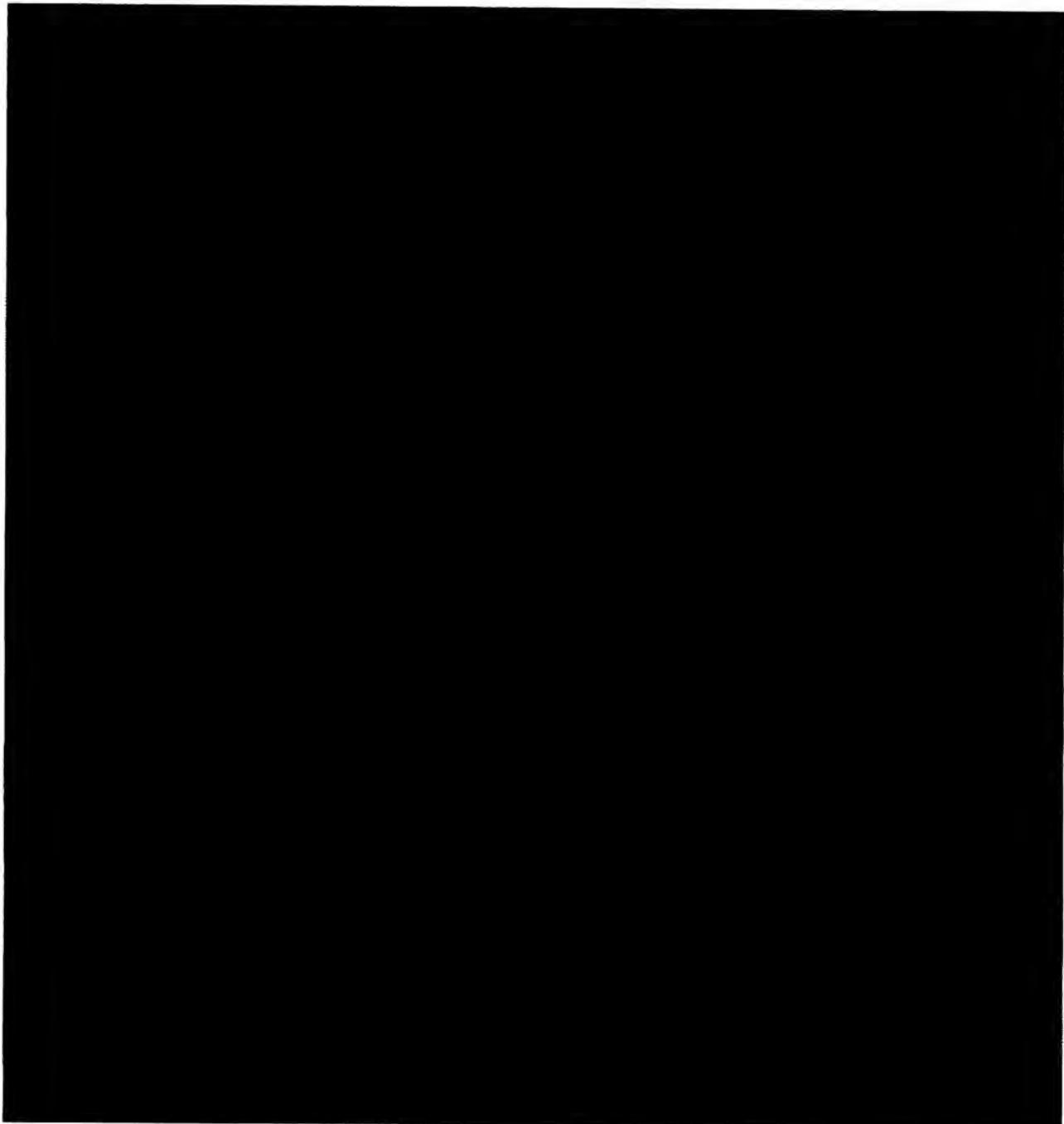
Printed Last Name

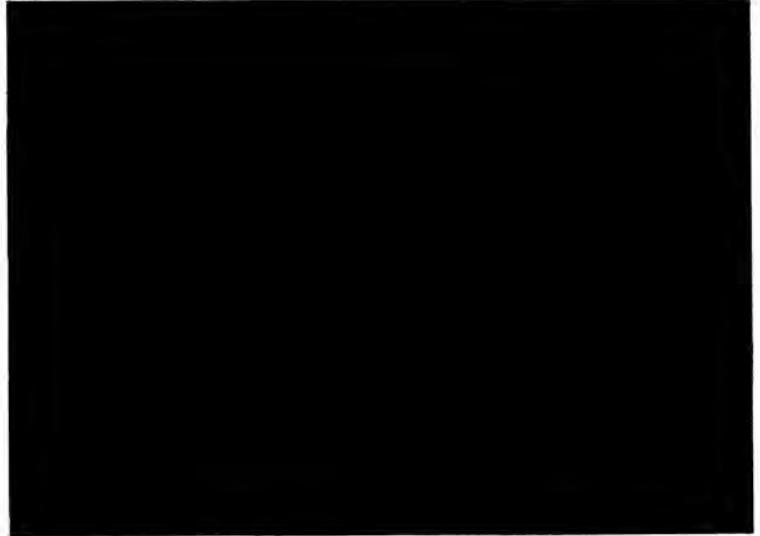
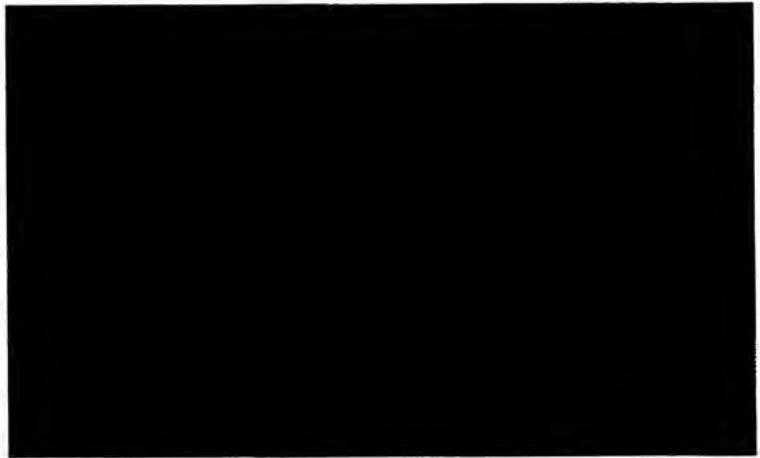
**Signature**

**Printed Last Name**

Signature

AVPAA August 2001





[REDACTED]

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

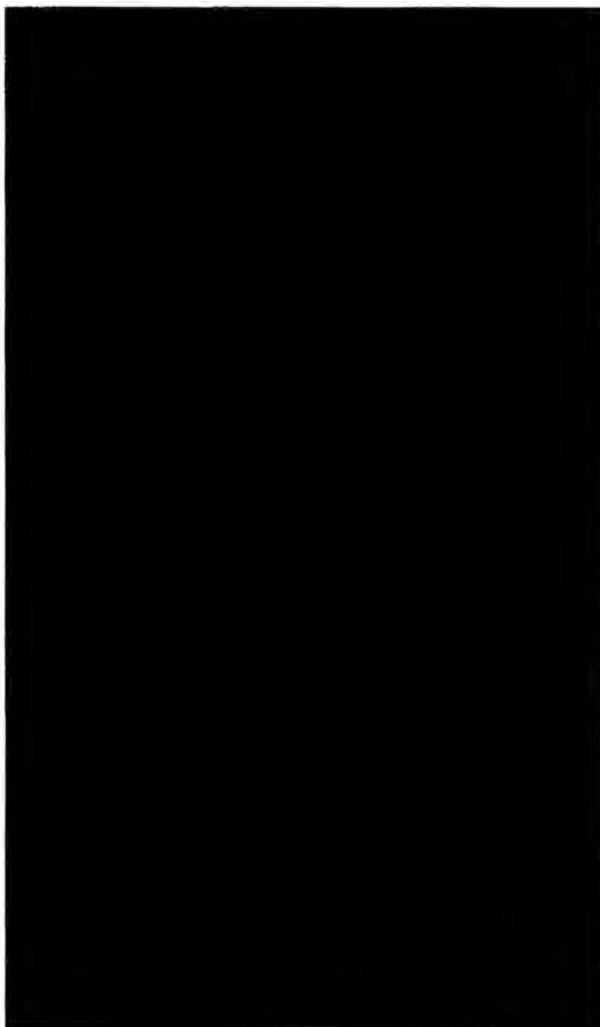
Q1 - Please sign here:

Q1\_Id - Id

Sign now

Sign now

Sign



8.09KB image/png

5KB image/png

5.67KB image/png

7.11KB image/png

2.7KB image/png

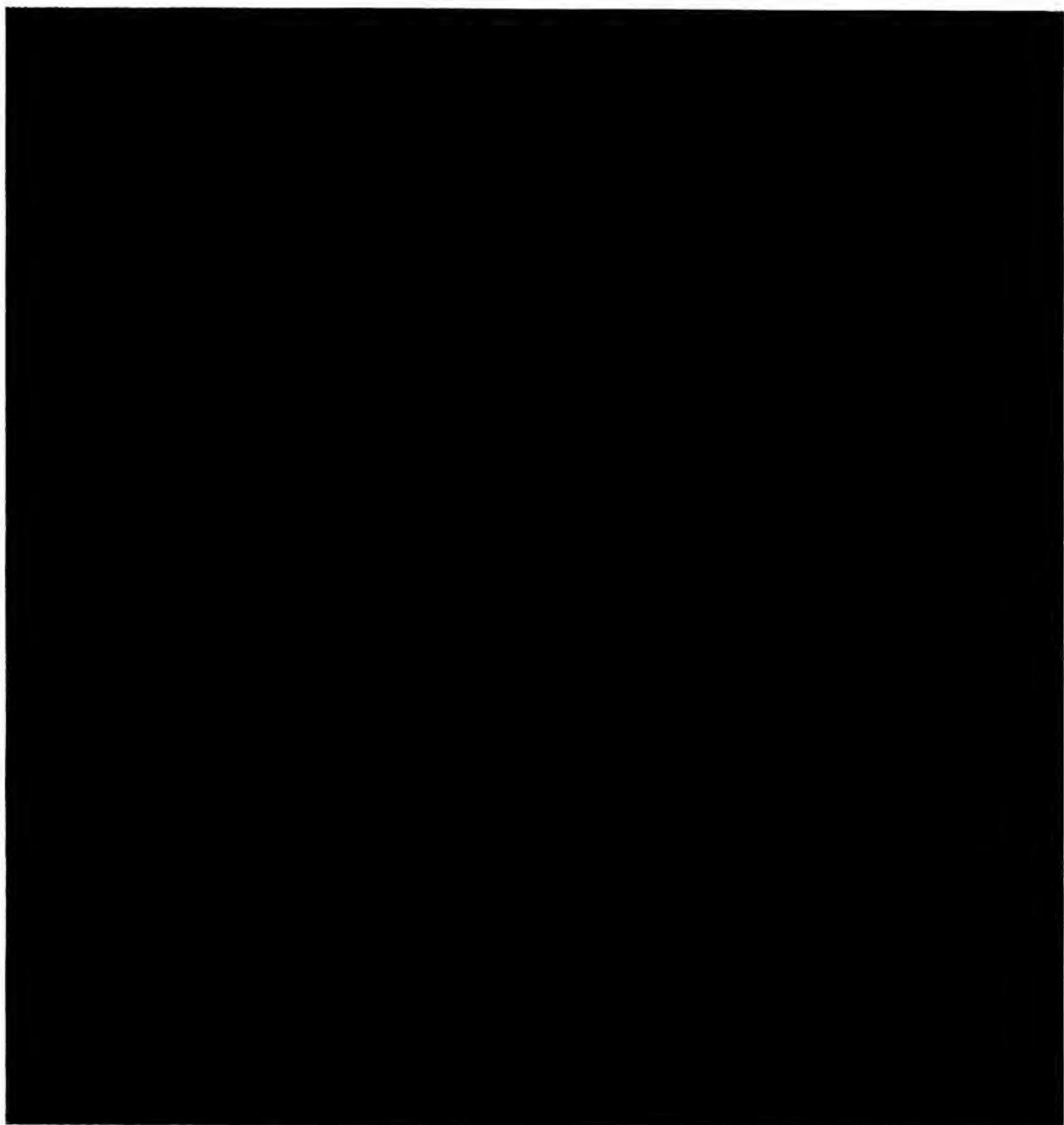
8.4KB image/png

**End of Report**

NAME: \_\_\_\_\_ - INFO SYSTEMS

## **Application for Promotion - 2018**

**CONFIDENTIAL**



INTEROFFICE MEMORANDUM

TO: DAVID STUHR  
FROM: MAUREEN TIERNEY  
SUBJECT: TUTORIAL PAYMENTS  
DATE: 9/28/04

As per your request we have saved the tutorial requests of the past several months until we could submit them in bulk. Please make the following tutorial payments charged to budget 246100-1110. Supporting documentation is attached.

|                     |                    |              |                   |                    |
|---------------------|--------------------|--------------|-------------------|--------------------|
| [REDACTED]          | 1 tutorial         | Fall 2003    |                   |                    |
| [REDACTED]          | 1 tutorial         | Spring 2004  |                   |                    |
| [REDACTED]          | 3 tutorials        | Summer 2004  |                   |                    |
| [REDACTED]          | 3 tutorial         | Spring 2004  |                   |                    |
| [REDACTED]          | 1 tutorial         | Summer 2004  |                   |                    |
| [REDACTED]          | 1 tutorial         | Summer 2004  |                   |                    |
| [REDACTED]          | 2 tutorials        | Spring 2004  |                   |                    |
| <b>Professor 15</b> | <b>202-52-5879</b> | <b>\$450</b> | <b>1 tutorial</b> | <b>Summer 2004</b> |

*Approved  
C-Cat  
3/21/04*

In addition please make the following payments:

[REDACTED] charged to [REDACTED] work on two field studies (one in Spring 2004 and one in Summer 2004).

[REDACTED] work on two field studies in Summer 2004.